



INQUIRIES

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INDUSTRIAL DISPUTES : AUSTRALIA  
MARCH QUARTER 1977

MAIN FEATURES

For industrial disputes which ended in the March quarter 1977 —

- 43 per cent of disputes and 59 per cent of workers involved, but only 18 per cent of working days lost, were in disputes that lasted one day or less. (Table 3).
- Claims for wages accounted for 24 per cent of total working days lost, compared with 47 per cent for the same period last year (Table 4).
- 32 per cent of workers involved and 38 per cent of working days lost were in disputes in which between 400 and 1,000 employees were involved. (Table 6).

EXPLANATORY NOTES

Introduction

This bulletin contains quarterly statistics of industrial disputes. Monthly figures for the period have previously been published in less detail in the monthly bulletin *Industrial Disputes* (Reference No. 6.27) which contains a summary of the major stoppages in each month.

2. The quarterly statistics of industrial disputes according to duration, cause, method of settlement, analysis by number of workers involved, and analysis by total working days lost shown in Tables 3 to 7 refer to disputes which ended in the quarter. They may differ from quarterly figures in Tables 1 and 2, which are based on disputes in progress during the quarter.

3. The statistics of industrial disputes are compiled according to the Australian Standard Industrial Classification (ASIC), described in the Bureau publication *Australian Standard Industrial Classification (Preliminary Edition)*, 1969, Vol. 1.

4. The statistics relate only to disputes involving stoppages of work of ten man-days or more in the establishments where the stoppages occurred. Effects on other establishments because of lack of materials, disruption of transport services, power cuts, etc. are not measured by these statistics.

5. The figures of working days and wages lost relate to the losses due to industrial disputes (as defined in paragraph 9). They need not necessarily relate to the aggregate working time or wages lost for the economy as a whole, for the following reasons. It is known that, at times of labour shortages, some workers involved in industrial disputes obtain work at other establishments. It is also possible that some or all of the total man-days and wages lost in any particular dispute may be made up through working longer hours or increasing the work force at other establishments, or at the establishments involved in the dispute after work has resumed.

6. Reports of stoppages of work are obtained from (a) employers and trade unions, (b) government departments and authorities, (c) State and Federal industrial arbitration authorities, and (d) trade journals, employer and trade union publications, and newspapers. The statistics of industrial disputes are compiled mainly from data obtained from employers (both private and government) and trade unions concerning individual disputes and from reports of government authorities. Particulars of some stoppages (for example, those involving a large number of establishments) may have been estimated and the statistics therefore should be regarded as giving a broad measure of the extent of industrial disputes (as defined).

7. Stoppages of work occurring at different times and at different establishments, but due to the same cause may be regarded as one industrial dispute. However, an industrial dispute occurring in more than one State or Territory is counted as a separate dispute in each State or Territory. A dispute involving workers in more than one industry in a State or Territory is

counted only once in the number of disputes – in the industry that has the largest number of workers involved; but workers involved, working days lost and estimated loss in wages are allocated to their respective industries. Disputes not settled at the end of a year are included as new disputes in the figures for the following year. Disputes not settled at the end of a quarter are not counted in the number of disputes for the following quarter, but additional workers involved and working days and wages lost are included. Therefore average days lost per worker involved on a quarterly basis are not comparable with the yearly averages.

8. For statistics of industrial disputes for earlier periods see *Labour Statistics 1975* (Reference No. 6.61) and earlier issues of this bulletin.

### Definitions

9. For these statistics an *industrial dispute* is defined as a withdrawal from work by a group of employees or a refusal by an employer or a number of employers to permit some or all of their employees to work; each withdrawal or refusal being made in order to enforce a demand, to resist a demand, or to express a grievance. Stoppages of work not directly connected with terms and conditions of employment (e.g. political matters, fining and gaoling of persons) are included in the statistics.

10. *Workers directly and indirectly involved* refer to wage and salary earners only. Excluded are persons who are self-employed (e.g. building sub-contractors, owner-drivers of trucks) and employers.

11. *Workers directly involved* are those who actually participated in the dispute in order to enforce or resist a demand or to express a grievance.

12. *Workers indirectly involved* are those thrown out of work at the establishments where the stoppages occurred, but who are not themselves parties to the dispute.

13. *Total workers involved* for any period of time are obtained by adding together the number of workers involved in each dispute in the period. For any period of time the figures may include details of the same workers involved in more than one dispute. The longer the period of reference the more chance there is of some double counting in the number of workers involved. Where there are varying numbers of employees involved during the progress of a dispute the figures of workers involved included in the statistics relate to the maximum number of individual workers involved.

14. *Working days lost* refer to man-days lost by workers directly and indirectly involved in the dispute and figures are generally as reported by parties to the dispute. For some disputes working days lost are

estimated on the basis of the number of workers involved and the duration of the dispute.

15. *Estimated loss in wages* represents the amount of wages and salaries lost by workers directly and indirectly involved in the dispute and the amount is generally reported by parties to the dispute. In some cases the loss in wages is estimated on the basis of working days (or hours) lost and the estimated average daily (or hourly) wage or salary of the employees involved. For some disputes there is no loss in wages.

### Causes

16. The statistics of **causes** of industrial disputes relate to the *direct causes of stoppages of work* and include only those industrial disputes involving stoppages of work of ten man-days or more. The figures therefore do not reflect the relative importance of all causes of dispute between employers and employees.

Causes of industrial disputes are grouped as follows :

*Wages.* Claims involving general principles relating to wages (e.g. increase (decrease) in wages; variation in method of payment) or combined claims relating to wages, hours or conditions of work (in which the claim about wages is deemed to be the most important).

*Hours of work.* Claims involving general principles relating to hours of work (e.g. decrease (increase) in hours; spread of hours).

*Leave, pensions, compensation provisions, etc.* Claims involving general principles relating to holiday and leave provisions; pension and retirement provisions; workers' compensation provisions; insertion of penal clause provisions in awards; etc.

*Managerial policy.* Disputes concerning the managerial policy of employers – computation of wages, hours, leave, etc. in individual cases; docking pay, docking leave credits, fines, etc.; disciplinary matters including dismissals, suspension, victimisation; principles of promotion and filling positions, transfers, roster complaints, retrenchment policy; employment of particular persons and personal disagreements; production limitations or quotas; etc.

*Physical working conditions.* Disputes concerning physical working conditions – safety issues; protective clothing and equipment; first aid services; uncomfortable working conditions, etc.; lack of, or the conditions of, amenities; claims for assistance; shortage or poor distribution of equipment or material; condition of equipment; new production methods and equipment; arduous physical tasks; etc.

*Trade unionism.* Disputes concerning – employment of non-unionists; inter-union and intra-union

disputes; sympathy stoppages in support of employees in another industry; recognition of union activities; etc.

*Other.* Disputes concerning — protest directed against persons or situations other than those relating to the employer/employee relationship, i.e. political matters, fining and gaoling of persons, protests against lack of work, and lack of adequate transport; non-award public holidays; accidents and funerals; no reason given for stoppages; etc.

### Methods of settlement

17. Statistics of the *method of settlement* of industrial disputes relate to the *method directly responsible for ending the stoppage of work* and not necessarily to the method (or methods) responsible for settling all matters in dispute. The figures also relate only to disputes involving stoppages of work of ten man-days or more. For these reasons they do not reflect the relative importance of the work of authorities operating under State and Federal legislation.

The classification of methods of settlement is as follows:

*Negotiation.* Private negotiation between the parties involved, or their representatives, without the intervention or assistance of authorities constituted under State or Federal industrial legislation.

*Mediation.* The arbitration or mediation of persons whose intervention or assistance is not based on State or Federal industrial legislation.

#### *State legislation.*

(a) Under State conciliation and arbitration or wages board legislation. Intervention or assistance of an industrial authority or authorities created by or constituted under State conciliation and arbitration or wages board legislation, or reference to such authorities or compulsory or voluntary conference.

(b) Under other State legislation. Intervention, assistance or advice of State government officials or inspectors.

#### *Federal and joint Federal-State legislation.*

(a) Compulsory or voluntary conference or by intervention or assistance of, or reference to, the industrial tribunals created by or constituted under the following Acts : (i) Conciliation and Arbitration Act, (ii) Coal Industry Acts, (iii) Stevedoring Industry Act, (iv) Other Acts (Snowy Mountains Hydro-electric Power Act; Navigation Act; and the Public Service Arbitration Act).

(b) Intervention, assistance or advice of Federal government officials or inspectors.

*Filling the places of workers* on strike or locked out.

*Closing down* the establishment permanently.

*Resumption* without negotiation.

*Other methods.*

18. All publications produced by the ABS are listed in *Publications of the Australian Bureau of Statistics* (Reference No. 1.8) which is available free of charge from any ABS office.

### Symbols and other usages

In this bulletin figures of workers involved (directly and indirectly) and working days lost, have been rounded to the nearest hundred and estimated loss in wages have been rounded to the nearest thousand dollars. Any discrepancies between totals and sums of components in tables are due to rounding.

\* Less than 50 or less than \$500.

† Less than 0.05 per cent.

.. Nil

**R. J. CAMERON**  
Australian Statistician

TABLE 1. INDUSTRIAL DISPUTES, 1975 TO MARCH QUARTER 1977

Period	Number of disputes	Workers involved ('000)			Working days lost		Estimated loss in wages (\$'000)
		Directly	Indirectly	Total	Number ('000)	Average days per worker involved	
AUSTRALIA							
1975	2,432	1,343.8	54.1	1,398.0	3,509.9	2.5	95,761
1976	2,055	2,137.3	52.6	2,189.9	3,799.2	1.7	114,552
Quarter ended –							
1975							
March	577	162.7	3.1	165.7	322.7	1.9	8,574
June	703	556.9	24.0	580.9	1,556.1	2.7	42,022
September	701	212.8	15.9	228.7	1,115.2	4.9	31,307
December	451	411.4	11.2	422.6	515.8	1.2	13,857
1976							
March	592	125.7	19.0	144.7	506.5	3.5	14,588
June	497	522.2	12.2	534.4	867.3	1.6	25,965
September	509	1,395.7	12.1	1,407.8	2,020.8	1.4	60,055
December	457	93.6	9.3	102.9	404.6	3.9	13,944
1977							
March	538	112.4	13.5	126.0	307.3	2.4	10,299
STATES AND TERRITORIES							
1976 –							
N.S.W.	955	929.9	12.0	941.9	1,456.5	1.6	43,426
Vic.	322	621.8	25.5	647.3	1,420.0	2.2	42,118
Qld	319	314.0	3.7	317.7	426.0	1.3	13,451
S.A.	118	129.0	1.3	130.4	151.8	1.2	4,285
W.A.	250	92.4	8.3	100.7	252.1	2.5	8,462
Tas.	43	29.7	1.2	30.9	62.2	2.0	1,793
N.T.	29	7.4	0.4	7.8	15.3	2.0	521
A.C.T.	19	13.0	0.1	13.1	15.4	1.2	496
March quarter 1977 –							
N.S.W.	282	49.3	2.2	51.6	88.1	1.7	2,831
Vic.	79	27.1	9.3	36.4	116.7	3.2	3,709
Qld	80	20.5	0.2	20.8	63.9	3.1	2,369
S.A.	27	3.8	1.3	5.1	7.6	1.5	226
W.A.	51	7.5	0.2	7.6	24.8	3.3	958
Tas.	9	1.3	0.3	1.6	3.5	2.2	122
N.T.	7	2.8	*	2.8	2.5	0.9	84
A.C.T.	3	0.1	..	0.1	0.2	1.6	1

TABLE 2. INDUSTRIAL DISPUTES : INDUSTRIES, MARCH QUARTER 1977

ASIC division (a)	ASIC industry (a)	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Australia (b)
NUMBER OF DISPUTES								
A	Agriculture, forestry, fishing and hunting	..	1	..	..	..	..	2
B	Mining	54	1	28	..	28	2	113
	Coal mining	49	..	24	..	..	..	73
	Other mining	5	1	4	..	28	2	40
C	Manufacturing	144	44	24	14	5	4	235
	Food, beverages and tobacco	30	20	9	3	3	1	66
	Textiles; clothing and footwear	..	1	..	..	..	..	1
	Wood, wood products and furniture	2	..	..	..	..	..	2
	Paper and paper products, printing and publishing	2	1	2	..	..	..	5
	Chemical, petroleum and coal products	9	1	1	..	..	1	12
	Metal products, machinery and equipment	85	18	10	8	2	2	125
	Other manufacturing	16	3	2	3	..	..	24
D	Electricity, gas and water	6	..	3	2	..	..	11
E	Construction	28	20	9	3	8	2	71
F	Wholesale and retail trade	7	..	2	..	..	..	9
G,H	Transport and storage; communication	23	9	8	2	6	1	52
	Road transport; other transport and storage; communication	9	..	3	..	..	..	13
	Railway transport; air transport	4	4	2	1	2	1	14
	Water transport	10	5	3	1	4	..	25
	Stevedoring services	7	3	3	..	2	..	16
	Water transport (except stevedoring services)	3	2	..	1	2	..	9
L	Entertainment, recreation, restaurants, hotels and personal services	6	..	..	1	..	..	9
I,J,K	Other industries	14	4	6	5	4	..	36
Total		282	79	80	27	51	9	538
WORKERS INVOLVED (DIRECTLY AND INDIRECTLY) ('000)								
A	Agriculture, forestry, fishing and hunting	..	0.2	..	..	..	..	0.3
B	Mining	8.1	0.1	4.8	..	5.1	0.3	18.5
	Coal mining	7.7	..	4.3	..	..	..	12.0
	Other mining	0.4	0.1	0.6	..	5.1	0.3	6.5
C	Manufacturing	23.7	17.1	7.2	4.6	0.5	1.0	54.1
	Food, beverages and tobacco	5.0	11.9	3.7	0.5	0.4	0.1	21.6
	Textiles; clothing and footwear	..	*	..	..	..	..	*
	Wood, wood products and furniture	0.1	..	..	..	..	..	0.1
	Paper and paper products, printing and publishing	0.4	0.2	0.1	..	..	..	0.8
	Chemical, petroleum and coal products	0.6	*	0.1	..	..	*	0.8
	Metal products, machinery and equipment	16.5	4.7	3.1	3.5	0.1	0.9	28.7
	Other manufacturing	1.0	0.2	0.2	0.6	..	..	2.1
D	Electricity, gas and water	2.3	..	0.4	*	..	..	2.8
E	Construction	4.7	3.0	3.4	*	0.5	0.1	12.1
F	Wholesale and retail trade	0.7	..	0.3	..	..	..	1.1
G,H	Transport and storage; communication	9.7	8.9	3.3	*	0.4	0.1	22.7
	Road transport; other transport and storage; communication	8.2	..	0.8	..	..	..	9.1
	Railway transport; air transport	0.8	8.1	*	*	0.1	0.1	9.2
	Water transport	0.7	0.7	2.4	*	0.3	..	4.4
	Stevedoring services	0.6	0.6	2.4	..	0.2	..	4.0
	Water transport (except stevedoring services)	0.2	0.1	*	*	*	..	0.4
L	Entertainment, recreation, restaurants, hotels and personal services	0.9	..	..	0.1	..	..	1.0
I,J,K	Other industries	1.5	7.2	1.3	0.3	1.2	..	13.6
Total		51.6	36.4	20.8	5.1	7.6	1.6	126.0

For footnotes see page 6.

TABLE 2. INDUSTRIAL DISPUTES : INDUSTRIES, MARCH QUARTER 1977 — *continued*

ASIC division (a)	ASIC industry (a)	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Australia (b)
WORKING DAYS LOST ('000)								
A	Agriculture, forestry, fishing and hunting	..	0.3	..	..	..	..	0.3
B	Mining	14.1	0.3	13.2	..	16.1	1.4	45.1
	Coal mining	13.3	..	12.4	..	..	..	25.8
	Other mining	0.7	0.3	0.8	..	16.1	1.4	19.3
C	Manufacturing	48.7	82.1	18.6	6.8	1.2	1.7	159.2
	Food, beverages and tobacco	9.6	62.2	13.7	1.8	1.0	0.8	89.0
	Textiles; clothing and footwear	..	0.1	..	..	..	..	0.1
	Wood, wood products and furniture	0.5	..	..	..	..	..	0.5
	Paper and paper products, printing and publishing	0.3	2.1	0.2	..	..	..	2.6
	Chemical, petroleum and coal products	3.7	*	0.4	..	..	0.1	4.3
	Metal products, machinery and equipment	27.0	15.4	3.2	3.4	0.3	0.8	50.0
	Other manufacturing	7.7	2.4	1.2	1.6	..	..	12.8
D	Electricity, gas and water	1.2	..	2.6	*	..	..	3.9
E	Construction	10.5	15.4	23.8	0.1	3.6	0.4	54.5
F	Wholesale and retail trade	2.4	..	0.9	..	..	..	3.3
G,H	Transport and storage; communication	6.5	10.9	3.0	0.3	0.2	*	21.1
	Road transport; other transport and storage; communication	4.0	..	0.8	..	..	..	4.8
	Railway transport; air transport	0.9	8.2	*	*	0.1	*	9.2
	Water transport	1.7	2.7	2.1	0.2	0.1	..	7.1
	Stevedoring services	1.0	2.5	2.1	..	0.1	..	5.9
	Water transport (except stevedoring services)	0.7	0.1	*	0.2	0.1	..	1.2
L	Entertainment, recreation, restaurants, hotels and personal services	1.4	..	..	0.1	..	..	1.6
I,J,K	Other industries	3.3	7.7	1.8	0.4	3.7	..	18.4
	Total	88.1	116.7	63.9	7.6	24.8	3.5	307.3
ESTIMATED LOSS IN WAGES (\$'000)								
A	Agriculture, forestry, fishing and hunting	..	8	..	..	..	..	8
B	Mining	566	18	597	..	676	56	1,913
	Coal mining	540	..	567	..	..	..	1,107
	Other mining	26	18	30	..	676	56	806
C	Manufacturing	1,436	2,456	556	198	35	52	4,733
	Food, beverages and tobacco	280	1,812	406	54	27	22	2,601
	Textiles; clothing and footwear	..	1	..	..	..	..	2
	Wood, wood products and furniture	14	..	..	..	..	..	14
	Paper and paper products, printing and publishing	14	74	6	..	..	..	94
	Chemical, petroleum and coal products	117	1	13	..	..	4	136
	Metal products, machinery and equipment	792	489	98	100	8	26	1,513
	Other manufacturing	220	78	33	44	..	..	375
D	Electricity, gas and water	36	..	83	1	..	..	124
E	Construction	380	612	948	3	132	13	2,103
F	Wholesale and retail trade	78	..	25	..	..	..	104
G,H	Transport and storage; communication	190	339	99	9	7	*	652
	Road transport; other transport and storage; communication	114	..	30	..	..	..	144
	Railway transport; air transport	26	255	1	1	3	*	288
	Water transport	48	83	68	8	4	..	219
	Stevedoring services	25	79	67	..	2	..	179
	Water transport (except stevedoring services)	23	4	1	8	2	..	40
L	Entertainment, recreation, restaurants, hotels and personal services	38	..	..	2	..	..	44
I,J,K	Other industries	106	276	60	12	108	..	619
	Total	2,831	3,709	2,369	226	958	122	10,299

(a) Australian Standard Industrial Classification — see paragraph 3, page 1. (b) Includes the Northern Territory and the Australian Capital Territory (see Table 1, page 4).

TABLE 3. INDUSTRIAL DISPUTES : INDUSTRIES AND DURATION, AUSTRALIA, MARCH QUARTER 1977 (a)

Duration (working days)	Mining		Manufacturing		Construc- tion	Transport and storage; communication		Other industries	All industries	Per cent of total
	Coal	Other	Metal products, machinery and equip- ment	Other		Steve- doring services	Other			
NUMBER OF DISPUTES										
Up to 1 day	37	12	64	24	23	11	20	25	216	42.7
Over 1 to 2 days	12	9	18	21	9	..	10	13	92	18.2
Over 2 to 3 days	5	5	5	13	7	4	2	9	50	9.9
Over 3 to less than 5 days	12	4	8	17	7	..	1	8	57	11.3
5 to less than 10 days	5	5	9	19	8	1	1	6	54	10.7
10 to less than 20 days	..	..	10	7	8	..	2	3	30	5.9
20 to less than 40 days	..	1	3	..	2	..	..	..	6	1.2
40 days and over	..	..	..	..	1	..	..	..	1	0.2
Total	71	36	117	101	65	16	36	64	506	100.0
WORKERS INVOLVED (DIRECTLY AND INDIRECTLY)										
	- '000 -									%
Up to 1 day	5.9	1.4	19.1	5.5	6.0	3.1	11.0	14.6	66.6	58.8
Over 1 to 2 days	1.4	0.9	2.5	2.7	0.4	..	7.2	0.9	15.9	14.1
Over 2 to 3 days	0.5	0.9	1.9	1.8	1.1	0.5	0.3	1.0	7.9	7.0
Over 3 to less than 5 days	3.3	0.5	2.2	2.7	0.6	..	*	0.5	9.8	8.6
5 to less than 10 days	0.8	1.0	0.9	4.8	0.3	0.4	0.1	1.1	9.5	8.4
10 to less than 20 days	..	..	1.1	0.2	1.2	..	*	0.1	2.6	2.3
20 to less than 40 days	..	*	0.1	..	0.8	..	..	..	0.9	0.8
40 days and over	..	..	..	..	*	..	..	..	*	†
Total	11.9	4.7	27.6	17.7	10.4	4.0	18.7	18.3	113.3	100.0
WORKING DAYS LOST										
	- '000 -									%
Up to 1 day	5.4	0.7	8.7	4.3	3.8	2.6	6.0	12.3	43.9	18.4
Over 1 to 2 days	2.4	1.0	4.1	4.3	0.6	..	7.6	1.2	21.3	8.9
Over 2 to 3 days	1.1	2.4	5.2	4.9	2.7	1.3	0.6	2.5	20.8	8.7
Over 3 to less than 5 days	12.3	1.6	8.1	10.6	2.6	..	*	1.8	37.1	15.5
5 to less than 10 days	4.4	7.3	5.3	28.1	1.8	2.0	0.9	7.4	57.4	24.0
10 to less than 20 days	..	..	11.9	2.6	15.1	..	*	1.0	30.6	12.8
20 to less than 40 days	..	0.9	2.0	..	24.3	..	..	..	27.2	11.4
40 days and over	..	..	..	..	0.7	..	..	..	0.7	0.3
Total	25.7	14.0	45.4	54.8	51.6	5.9	15.2	26.3	238.9	100.0
ESTIMATED LOSS IN WAGES										
	- \$'000 -									%
Up to 1 day	223	21	269	131	131	82	177	429	1,462	18.0
Over 1 to 2 days	115	39	125	124	23	..	242	38	706	8.7
Over 2 to 3 days	58	103	167	147	100	36	21	76	708	8.7
Over 3 to less than 5 days	522	62	234	303	88	..	2	60	1,272	15.7
5 to less than 10 days	185	319	158	774	78	61	30	232	1,837	22.6
10 to less than 20 days	..	..	345	73	591	..	1	28	1,039	12.8
20 to less than 40 days	..	31	65	..	971	..	..	..	1,067	13.2
40 days and over	..	..	..	..	24	..	..	..	24	0.3
Total	1,103	576	1,363	1,553	2,007	179	473	863	8,116	100.0

(a) Figures in this table relate to disputes that ended in the quarter and may not agree with figures shown in Tables 1 and 2 — see paragraph 2, page 1. Classified according to Australian Standard Industrial Classification — see paragraph 3, page 1.

TABLE 4. INDUSTRIAL DISPUTES : INDUSTRIES AND CAUSES, AUSTRALIA, MARCH QUARTER 1977 (a)

Cause of dispute (b)	Mining		Manufacturing		Construc- tion	Transport and storage; communication		Other industries	All industries	Per cent of total
	Coal	Other	Metal products, machinery and equip- ment	Other		Steve- doring services	Other			
NUMBER OF DISPUTES										
										%
Wages	2	4	30	32	14	1	4	9	96	19.0
Hours of work	3	..	2	2	..	..	2	4	13	2.6
Leave, pensions, compensation provisions, etc.	..	2	..	..	..	..	..	2	4	0.8
Managerial policy	39	17	47	41	35	3	20	31	233	46.0
Physical working conditions	21	8	16	11	13	7	7	12	95	18.8
Trade unionism	3	5	14	11	2	2	2	4	43	8.5
Other	3	..	8	4	1	3	1	2	22	4.3
Total	71	36	117	101	65	16	36	64	506	100.0
WORKERS INVOLVED (DIRECTLY AND INDIRECTLY)										
					— '000 —					%
Wages	0.4	0.4	4.3	6.6	1.0	0.1	2.0	2.3	17.1	15.1
Hours of work	0.6	..	0.7	0.1	0.5	..	3.0	7.1	12.0	10.6
Leave, pensions, compensation provisions, etc.	..	0.8	..	..	..	0.1	*	2.1	3.0	2.7
Managerial policy	6.2	2.1	10.8	6.0	4.3	0.2	4.2	3.6	37.4	33.0
Physical working conditions	3.5	0.9	2.6	2.0	2.2	2.0	8.3	1.2	22.7	20.0
Trade unionism	0.6	0.4	3.1	1.0	0.8	0.1	1.0	1.5	8.5	7.5
Other	0.6	..	6.1	2.1	1.7	1.5	*	0.6	12.5	11.1
Total	11.9	4.7	27.6	17.7	10.4	4.0	18.7	18.3	113.3	100.0
WORKING DAYS LOST										
					— '000 —					%
Wages	0.4	1.5	16.2	30.8	3.0	0.2	2.6	3.4	58.0	24.3
Hours of work	2.0	..	2.3	0.9	0.5	..	0.5	7.1	13.3	5.6
Leave, pensions, compensation provisions, etc.	..	5.0	..	..	..	0.1	*	2.1	7.3	3.0
Managerial policy	16.1	4.5	18.7	10.5	22.3	0.4	2.8	9.3	84.5	35.4
Physical working conditions	5.2	2.0	0.9	5.8	2.9	4.0	8.6	2.1	31.4	13.2
Trade unionism	1.5	1.0	4.2	4.1	21.8	0.1	0.8	2.3	35.8	15.0
Other	0.5	..	3.1	2.6	1.1	1.2	*	0.1	8.6	3.6
Total	25.7	14.0	45.4	54.8	51.6	5.9	15.2	26.3	238.9	100.0

(a) Figures in this table relate to disputes that ended in the quarter and may not agree with figures shown in Tables 1 and 2 — see paragraph 2, page 1. Classified according to Australian Standard Industrial Classification — see paragraph 3, page 1. (b) For nature of classification see page 2.

TABLE 5. INDUSTRIAL DISPUTES : INDUSTRIES AND METHODS OF SETTLEMENT, AUSTRALIA, MARCH QUARTER 1977 (a)

Method of settlement (b)	Manufacturing				Transport and storage; communication			Other industries	All industries	Per cent of total
	Mining		Metal products, machinery and equipment	Other	Construction	Stevedoring services	Other			
	Coal	Other								
NUMBER OF DISPUTES										
Negotiation	23	13	20	32	16	3	8	20	135	% 26.7
Mediation	..	1	..	..	..	..	..	..	1	0.2
State legislation –										
(a) Under State conciliation, etc. legislation	..	6	7	29	15	..	3	13	73	14.4
(b) Intervention, etc. of State government officials	..	..	..	..	..	..	1	1	2	0.4
Federal and joint Federal-State legislation –										
(a) Industrial Tribunals under –										
(i) Conciliation and Arbitration Act	..	2	11	11	13	1	4	4	46	9.1
(ii) Coal Industry Acts	6	..	..	..	..	..	..	..	6	1.2
(iii) Stevedoring Industry Act	..	..	..	..	..	..	..	..	..	..
(iv) Other Acts	..	..	..	..	..	..	..	..	..	..
(b) Intervention, etc. of Federal government officials	..	..	..	..	..	..	..	..	..	..
Filling the places of workers on strike or locked out	..	..	..	..	1	..	..	..	1	0.2
Closing down the establishment permanently	..	..	..	..	..	..	..	..	..	..
Resumption without negotiation	42	14	79	29	20	12	20	26	242	47.8
Other methods	..	..	..	..	..	..	..	..	..	..
Total	71	36	117	101	65	16	36	64	506	100.0
WORKERS INVOLVED (DIRECTLY AND INDIRECTLY)										
					– '000 –					%
Negotiation	2.8	2.1	3.2	3.2	1.8	0.6	0.6	2.3	16.7	14.8
Mediation	..	0.3	..	..	..	..	..	..	0.3	0.3
State legislation –										
(a) Under State conciliation, etc. legislation	..	0.7	2.1	3.3	1.9	..	0.2	1.5	9.7	8.5
(b) Intervention, etc. of State government officials	..	..	..	..	..	..	*	*	*	†
Federal and joint Federal-State legislation –										
(a) Industrial Tribunals under –										
(i) Conciliation and Arbitration Act	..	0.1	1.0	3.0	1.4	0.1	7.0	0.9	13.7	12.1
(ii) Coal Industry Acts	1.7	..	..	..	..	..	..	..	1.7	1.5
(iii) Stevedoring Industry Act	..	..	..	..	..	..	..	..	..	..
(iv) Other Acts	..	..	..	..	..	..	..	..	..	..
(b) Intervention, etc. of Federal government officials	..	..	..	..	..	..	..	..	..	..
Filling the places of workers on strike or locked out	..	..	..	..	*	..	..	..	*	†
Closing down the establishment permanently	..	..	..	..	..	..	..	..	..	..
Resumption without negotiation	7.4	1.3	21.3	8.2	5.3	3.3	10.9	13.5	71.2	62.8
Other methods	..	..	..	..	..	..	..	..	..	..
Total	11.9	4.7	27.6	17.7	10.4	4.0	18.7	18.3	113.3	100.0
WORKING DAYS LOST										
					– '000 –					%
Negotiation	8.8	8.1	12.9	10.0	9.1	2.4	0.9	3.9	56.2	23.5
Mediation	..	1.0	..	..	..	..	..	..	1.0	0.4
State legislation –										
(a) Under State conciliation, etc. legislation	..	3.2	6.3	14.2	30.3	..	0.8	7.3	62.0	26.0
(b) Intervention, etc. of State government officials	..	..	..	..	..	..	*	*	*	†
Federal and joint Federal-State legislation –										
(a) Industrial Tribunals under –										
(i) Conciliation and Arbitration Act	..	0.7	10.6	14.4	7.9	0.3	7.5	2.7	44.0	18.4
(ii) Coal Industry Acts	5.3	..	..	..	..	..	..	..	5.3	2.2
(iii) Stevedoring Industry Act	..	..	..	..	..	..	..	..	..	..
(iv) Other Acts	..	..	..	..	..	..	..	..	..	..
(b) Intervention, etc. of Federal government officials	..	..	..	..	..	..	..	..	..	..
Filling the places of workers on strike or locked out	..	..	..	..	0.7	..	..	..	0.7	0.3
Closing down the establishment permanently	..	..	..	..	..	..	..	..	..	..
Resumption without negotiation	11.5	1.1	15.6	16.3	3.6	3.2	6.0	12.4	69.7	29.2
Other methods	..	..	..	..	..	..	..	..	..	..
Total	25.7	14.0	45.4	54.8	51.6	5.9	15.2	26.3	238.9	100.0

(a) Figures in this table relate to disputes that ended in the quarter and may not agree with figures shown in Tables 1 and 2 – see paragraph 2, page 1. Classified according to Australian Standard Industrial Classification – see paragraph 3, page 1. (b) For nature of classification see page 3.

TABLE 6. ANALYSIS OF INDUSTRIAL DISPUTES BY NUMBER OF WORKERS INVOLVED, AUSTRALIA, (a)

Number of workers involved (directly and indirectly)	Quarter ended –		Number of disputes	Workers involved (directly and indirectly)		Working days lost		Estimated loss in wages (\$'000)
				Number ('000)	Per cent of total	Number ('000)	Per cent of total	
Under 50	1976	September	155	4.2	0.3	17.3	0.7	585
		December	159	4.5	1.6	17.1	3.6	604
	1977	March	185	4.7	4.2	16.5	6.9	543
50 and under 100	1976	September	111	8.1	0.5	28.4	1.2	911
		December	108	7.7	2.7	26.3	5.6	893
	1977	March	103	7.3	6.4	18.4	7.7	631
100 and under 200	1976	September	92	14.5	0.9	48.6	2.0	1,451
		December	88	12.7	4.5	67.5	14.2	2,720
	1977	March	87	12.2	10.8	33.6	14.1	1,089
200 and under 400	1976	September	58	18.3	1.2	60.2	2.4	1,974
		December	65	17.8	6.3	60.4	12.7	1,927
	1977	March	62	18.3	16.1	37.8	15.8	1,368
400 and under 1,000	1976	September	54	46.1	2.9	108.3	4.4	3,522
		December	47	32.2	11.4	125.8	26.5	4,017
	1977	March	55	36.6	32.3	90.7	38.0	3,219
1,000 and under 2,000	1976	September	12	44.5	2.8	81.8	3.3	2,430
		December	16	20.3	7.2	134.0	28.3	4,625
	1977	March	10	14.4	12.7	25.9	10.8	735
2,000 and under 3,000	1976	September	5	60.9	3.8	77.9	3.2	2,232
		December	4	10.5	3.7	23.7	5.0	843
	1977	March	1	2.9	2.6	0.4	0.2	13
3,000 and over	1976	September	16	1,393.8	87.6	2,050.3	82.9	59,804
		December	2	176.5	62.5	19.5	4.1	710
	1977	March	3	16.9	14.9	15.5	6.5	517
Total	1976	September	503	1,590.5	100.0	2,472.8	100.0	72,910
		December	489	282.2	100.0	474.2	100.0	16,339
	1977	March	506	113.3	100.0	238.9	100.0	8,116

For footnotes see below.

TABLE 7. ANALYSIS OF INDUSTRIAL DISPUTES BY TOTAL WORKING DAYS LOST, AUSTRALIA, (a)

Total working days lost	Quarter ended –		Number of disputes	Workers involved (directly and indirectly)		Working days lost		Estimated loss in wages (\$'000)
				Number ('000)	Per cent of total	Number ('000)	Per cent of total	
10 and under 100	1976	September	1	13.2	0.8	8.4	0.3	286
		December	200	15.8	5.6	8.3	1.8	273
	1977	March	225	15.5	13.6	9.5	4.0	323
100 and under 500	1976	September	172	39.5	2.5	49.1	2.0	1,548
		December	156	22.3	7.9	36.4	7.7	1,225
	1977	March	178	35.6	31.5	45.2	18.9	1,522
500 and under 1,000	1976	September	51	29.9	1.9	46.6	1.9	1,482
		December	54	16.3	5.8	38.7	8.2	1,279
	1977	March	55	21.9	19.4	40.0	16.7	1,349
1,000 and under 2,000	1976	September	37	45.6	2.9	80.6	3.3	2,461
		December	35	19.9	7.0	47.4	10.0	1,421
	1977	March	27	13.6	12.0	36.7	15.4	1,241
2,000 and under 5,000	1976	September	32	134.5	8.5	209.6	8.5	6,498
		December	24	23.7	8.4	70.8	14.9	2,250
	1977	March	12	6.8	6.0	32.8	13.7	1,036
5,000 and under 10,000	1976	September	8	182.1	11.4	238.0	9.6	7,173
		December	9	8.5	3.0	65.7	13.9	2,235
	1977	March	8	19.2	16.9	53.2	22.3	1,776
10,000 and over	1976	September	10	1,145.7	72.0	1,840.5	74.4	53,463
		December	11	175.8	62.3	207.0	43.7	7,655
	1977	March	1	0.7	0.6	21.5	9.0	868
Total	1976	September	503	1,590.5	100.0	2,472.8	100.0	72,910
		December	489	282.2	100.0	474.2	100.0	16,339
	1977	March	506	113.3	100.0	238.9	100.0	8,116

(a) Quarterly figures in these tables relate to disputes that ended in the quarter and may not agree with figures shown in Tables 1 and 2 – see paragraph 2, page 1.